



# Bureau of Health Workforce

## *Spotlight on Workforce Development Programs Workshop*

**June 17, 2015**

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U.S. Department of Health and Human Services

# Bureau of Health Workforce

## MISSION

BHW improves the health of the underserved and vulnerable populations by strengthening the health workforce and connecting skilled professionals to communities in need.



## Bureau of Health Workforce

- Created in May 2014, BHW brings together HRSA's key workforce programs previously housed in two bureaus: Health Professions and Clinician Recruitment and Service
- Meets the need for a well-trained, well-distributed 21<sup>st</sup> century workforce through realignment and built in connectivity
- Supports the health care workforce across the entire training continuum – from academic training of nurses, physicians, and other clinicians to clinicians currently providing health care in underserved and rural communities across the United States
- Annual appropriation of more than \$1 billion that supports over 50 workforce programs and a staff of more than 450 people

# BHW Workforce Priorities

- Increase health care workforce and align training and education with changing practice environment
- Interprofessional Practice & Education
- Integrate mental and oral health into primary care
- Focus on diversity and culturally competent care
- Support placement in underserved communities
- Increase availability and timeliness of workforce projections and analyses

# Bureau's Area of Support/Programs

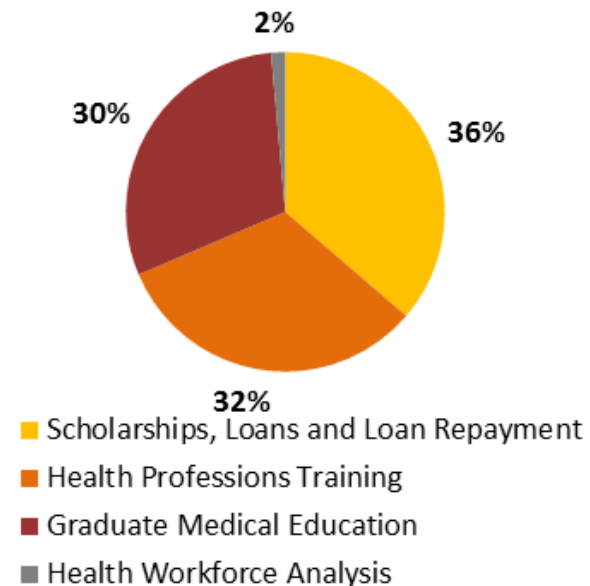
- National Center for Health Workforce Analysis
- Medical & Dental Residency Programs
- Public Health
- National Practitioner Data Bank
- Nursing Training, Faculty, Infrastructure
- Mental and Behavioral Health
- Allied Health
- Scholarship & Loan Repayment Programs
  - National Health Service Corps (NHSC); NURSE Corps; Scholarships for Disadvantaged Students
- Pipeline Programs
  - Centers for Excellence; Health Careers Opportunity Program; Area Health Education Program
- Oral Health Programs
- Geriatrics

## BHW of Health Workforce

In Fiscal Year (FY) 2014, BHW awarded more than \$1.02 billion to more than 8,500 organizations and individuals through the administration of 54 programs.

**Figure 1: BHW FY 2014 Program Spending by Program Type**

*Total Spending = \$1.02 B*



# National Health Service Corps (NHSC)

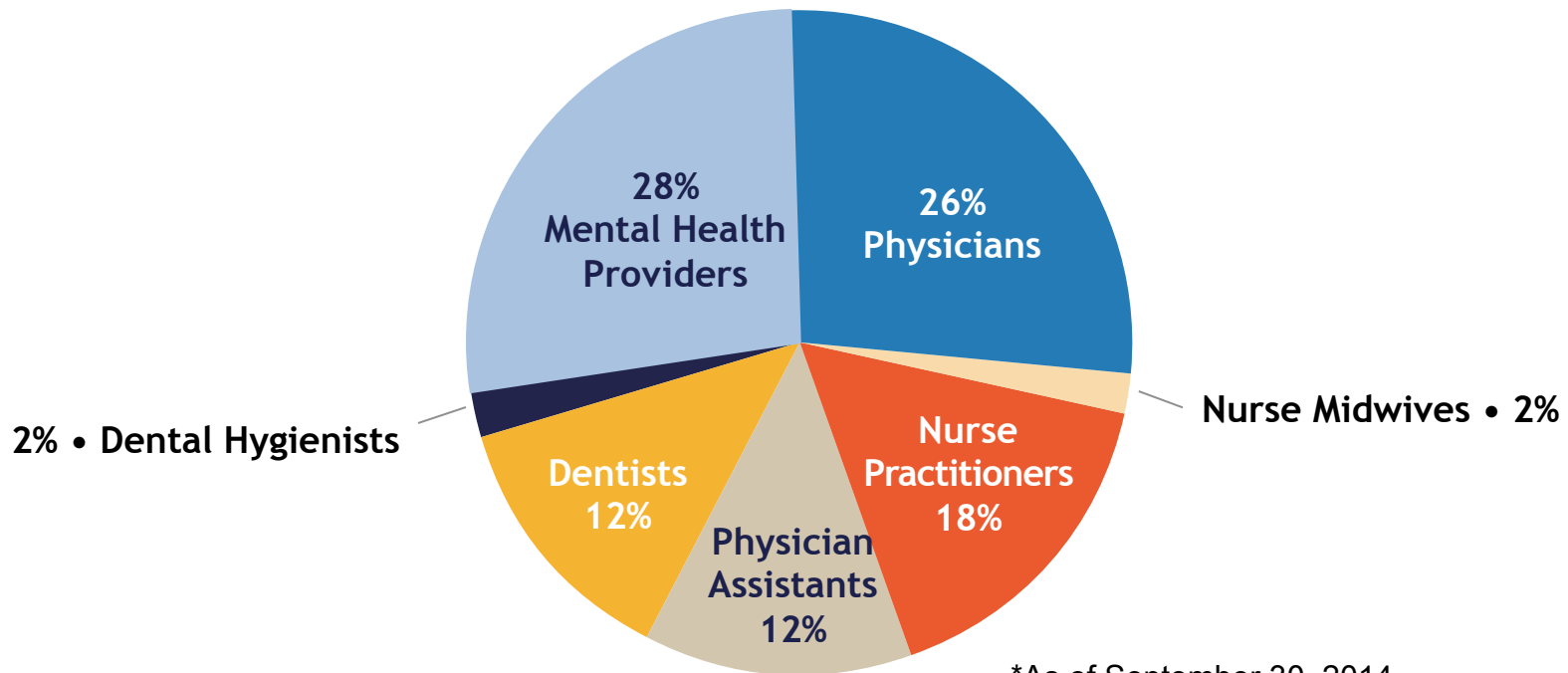
NHSC is a program for primary care medical, dental and mental health clinicians working at approved NHSC facilities in Health Professional Shortage Areas (HPSAs)

More than **47,000** clinicians have served in the NHSC

NHSC consists of more than **9,200** **clinicians** currently working in underserved communities



## NHSC by Discipline



More than 9,200 NHSC primary care providers serving at nearly 5,000 sites.



# NHSC Scholarship Program



# NHSC Scholarship Program

Students pursuing careers in primary care can receive a scholarship now and serve later.

The scholarship\* includes:

- ✓ Payment of tuition and required fees (tax-free)
- ✓ Some other tax-free educational costs (books, etc.)
- ✓ A monthly living stipend (taxable)

*\*available for up to 4 years*

**YEARS OF  
SUPPORT**

**=**

**YEARS OF  
SERVICE**

Scholars commit to serve in the Corps upon completion of their training — one year for each year of support (at least 2 years).



Scholars choose where they will serve from a list of sites in high-need rural, urban, and frontier areas.



# NHSC Scholarship Program

## Additional Benefits for Scholars

- A portion of service obligation can be fulfilled by teaching
- Face-to-face and virtual networking opportunities provide support from other providers and community resources
- Rewarding patient relationships

# NHSC Scholarship Program

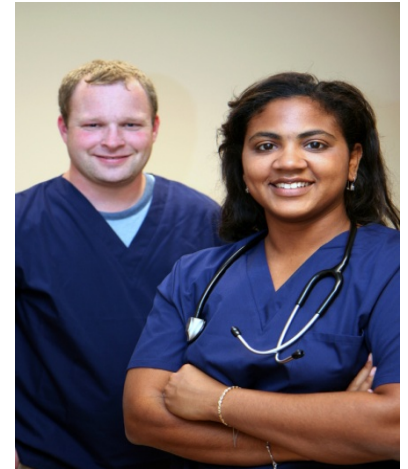
## Eligibility

- U.S. citizen or national
- Full-time student at an accredited school, pursuing a degree in:
  - Medicine (DO or MD)
  - Dentistry (DMD or DDS)
  - Nurse practitioner
  - Certified nurse-midwife
  - Physician assistant (primary care)



# NHSC Scholarship Program

- **FY 2014 Application Cycle**
  - 190 awards made
- **FY 2015 Application Cycle (March – May 2015)**
  - Over 2,100 Applications received
  - Currently processing awards
- Scholars who remain at their initial placement site or who continue to practice at an NHSC-site in a high needs area, with qualifying educational debt, **have priority funding for NHSC Loan Repayment**



# NHSC Loan Repayment Program





# NHSC Loan Repayment Program

UP TO  
**\$50,000**  
**2 YEARS**

The full-time program offers up to **\$50,000** in tax-free loan repayment for **2 YEARS** of service.

With continued service beyond 5 years, health care providers may be able to pay off all their student loans.

# NHSC Loan Repayment Program

The NHSC Loan Repayment Program offers two levels of funding, based upon the need of the community in which a provider works, as defined by HPSA score

## Initial Award Amounts

	2 Years Full-time	2 Years Half-time
Sites with HPSA Score of 14+	Up to \$50,000	Up to \$25,000
Sites with HPSA Score of 0-13	Up to \$30,000	Up to \$15,000

# NHSC Loan Repayment Program

## Eligibility

- U.S. citizen or national
- Currently work, or applying to work, at an NHSC-approved site
- Have unpaid Federal or commercial loans for school tuition, reasonable educational expenses, and reasonable living expenses, segregated from all other debts
- Licensed to practice in the state where employer site is located

# NHSC Loan Repayment Program

## Eligibility (Continued)

Must be licensed in one of the following eligible disciplines:

- Physician (MD or DO)
- Nurse practitioner (primary care)
- Certified nurse-midwife
- Physician assistant
- Dentist  
(general or pediatric)
- Dental hygienist
- Psychiatrist
- Psychologist (health service)
- Licensed clinical social worker
- Psychiatric nurse specialist
- Marriage and family therapist
- Licensed professional counselor

# NHSC Loan Repayment Program

- **FY 2014 Application Cycle**
  - Over 6,300 applications received; 2,775 new awards made
- **FY 2015 Application Cycle (January - March 2015)**
  - Over 6,700 Applications Received
  - Currently processing awards
  - Funding levels for FY 2015 Continuation awards
  - HPSAs 14 & above – up to \$50,000
  - HPSAs 13 & below – up to \$30,000



# NHSC Students to Service (S2S) Loan Repayment Program



## NHSC S2SProgram



The S2S program offers up to \$120,000 in tax-free loan repayment for 3 years of full-time or 6 years of part-time service in a site with a HPSA of 14 or higher. Loan repayment begins during residency.

With continued service, eligible providers may be able to pay off all their student loans.

# NHSC S2S Program

## Eligibility

- U.S. citizen or national
- Full-time student in the last year at an accredited school, pursuing a degree in Medicine (MD or DO)
- Planning to complete an accredited primary medical care residency in an NHSC-approved specialty (Internal Medicine, Family Practice, Pediatrics, OB/GYN, Psychiatry and Geriatrics)
- Have unpaid government or commercial loans for school tuition, reasonable educational expenses, and reasonable living expenses, segregated from all other debts



## NHSC S2S Program

- FY 2013 Application Cycle
  - 78 Awards; 100 applications received
- FY 2014 Application Cycle
  - 87 Awards; 100 applications received
- FY 2015 Application Cycle
  - 110 Awards; 170 applications received



\*First group of S2S recipients enter service this year, doubling the total number of NHSC pipeline physicians entering service in 2015\*

# NURSE Corps

- Launched in 2002, the NURSE Corps helps alleviate the critical shortage of nurses in the United States and U.S. territories.
- The NURSE Corps consists of over 2,200 nurses providing critical care where they are needed.
- **NURSE Corps Programs:**
  - Loan Repayment
  - Scholarships
  - Nursing Student Loans





# NURSE Corps

- In FY 2014, the NURSE Corps Loan Repayment Program made 667 new loan repayment awards (average award = \$57,353) and 412 continuation awards (average award = \$20,404).
- In FY 2014 , the NURSE Corps Scholarship Program awarded 242 new scholarships (average award = \$92,289), and 13 continuation awards (average award = \$32,937).
- In academic year 2013-2014, the Nursing Student Loans program made 10,037 awards, with \$30,294,750 awarded in total. During this time, 336 NSL nursing programs or disciplines that maintained a revolving fund account with 43,623 borrowers.

# Health Careers Opportunity Program (HCOP)

- Promote the recruitment of qualified individuals (students and adult/non-traditional students, including veterans) from disadvantaged backgrounds into health and allied health professions programs.
- Improve retention and matriculation rates by implementing tailored enrichment programs designed to address the academic and social needs of disadvantaged trainees.
- Provide opportunities for community-based health professions training, emphasizing experiences in underserved communities.

## HCOP supports individuals from disadvantaged backgrounds who:

- Meet the initial eligibility criteria as outlined in the definition for **economically disadvantaged**
- Are individuals considered **educationally disadvantaged**
- Are individuals who express an interest in pursuing a health professions degree program

## Eligible HCOP applicants include:

Accredited schools of medicine, osteopathic medicine, public health, dentistry, veterinary medicine, optometry, pharmacy, allied health, chiropractic, podiatric medicine, public and non profit private schools that offer graduate programs in behavioral and mental health, programs for the training of physician assistants, and other public or private nonprofit health or educational entities, which includes community colleges, technical colleges, and tribal colleges.

# Summary of Available FY 2015 HCOP Funding

**Project  
Period**

**September 1, 2015  
to August 31, 2018**

**Ceiling  
Award  
Amount**

**Up to \$650,000  
one year budget period**

**Anticipated  
# of Awards**

**Approximately \$11M to fund  
Up to 20 grantees**

# Centers of Excellence (COE)

- Serve as innovative resource and education centers to recruit, train, and retain underrepresented minority students and faculty at health professions schools.
- Improve information resources, clinical education, curricula and cultural competency as they relate to minority health issues.
- Emphasis on:
  - Increasing the numbers of underrepresented minority students who enter and successfully graduate from a health professions training program.



**Eligible COE applicants are the four Historically Black Colleges and Universities (HBCUs) designated in the statute. These include:**

- Meharry Medical College School of Dentistry (TN);
- Meharry Medical College School of Medicine (TN);
- Tuskegee University School of Veterinary Medicine(AL);  
and
- Xavier University of Louisiana School of Pharmacy

# Summary of Available FY 2015 COE Funding

<b>Project Period</b>	<b>July 1, 2015 to June 30, 2018</b>
<b>Ceiling Award Amount</b>	<b>Up to \$3.5 million one year budget period</b>
<b>Anticipated # of Awards</b>	<b>Approximately \$12M to fund 4 grantees</b>

# Scholarships for Disadvantaged Students (SDS)

- Increase the diversity of the health professions workforce and the number of providers working in underserved communities, HRSA provides funds to accredited U.S. health professions schools.
- The schools in turn provide scholarships and low-interest loans to students with financial need.
- Schools must demonstrate:
  - 15% or better rate of enrollment of under-represented minorities
  - 15% or better rate of graduates practicing primary care
  - 10% or better rate of graduates working in medically underserved communities

# Teaching Health Centers/Graduate Medical Education Program

- Expands residency training in community-based settings
  - \$230 million, five-year ACA initiative
  - Increasing access to health care services for people who are geographically isolated, economically or medically vulnerable
- 75% of Teaching Health Centers are FQHCs or Look-alikes
- \$83.4 million in ACA funding for 2014-2015 academic year
  - Training more than 550 residents in 60 Teaching Health Centers
  - 5 located in AL, AR, KY, MS, and TN
- HRSA estimates that approximately \$50 million will be available to support approximately 700 resident FTEs for the 2015-2016 academic year

# Oral Health

- Pre-doctoral Training in General, Pediatric, and Public Health Dentistry and Dental Hygiene
- Post-doctoral Training in General, Pediatric, and Public Health Dentistry
- Faculty Development in General, Pediatric, and Public Health Dentistry and Dental Hygiene
- Dental Faculty Loan Repayment
- State Oral Health Workforce

## Behavioral Health

- Level Funding & Continued Support Proposed
- Behavioral Health Workforce Education and Training
  - HRSA and SAMSHA collaboration as part of President's *Now is the Time* initiative to expand the behavioral health workforce to treat the medically underserved
    - FY 2016 of request \$56 million; increase of \$21 million from FY 2015
    - Trains a total of 2,850 additional behavioral health professionals and 2,700 paraprofessionals in FY 2016

# National Center for Health Workforce Analysis

- Conducts health workforce data analysis
- Projects supply and demand for health care occupations
- Disseminates data and findings on the health workforce
- Strengthens capacity of states
- Conducts research and analysis for the National Practitioner Data Bank (NPDB)
- Conducts program performance measurement: Data Collection, Analysis, and Reporting of Bureau of Health Workforce (BHW) Programs
- Evaluates Bureau of Health Workforce programs

# National Center for Health Workforce Analysis

- **Recently Published:**
  - [Sex, Race and Ethnic Diversity of US Health Occupations \(2010-2012\)](#)
  - [US Health Workforce: State Profiles](#)
  - [Projecting the Supply of Non-Primary Care Specialty and Subspecialty Clinicians 2010-2025](#)
  - [National and State-Level Projections of Dentists and Dental Hygienists in the U.S. 2012-2025](#)
  - [Fact Sheets for Pharmacists, Therapy and Vision Occupations](#)
- **Upcoming reports:**
  - Projections on Behavioral and Mental Health: Work ongoing anticipated release – Fall 2015
  - Additional Fact Sheets on Allied Health Occupations – 2015
- **Research Centers:** Focus on Flexible Use of Workers, Allied Health, Oral Health, and Long-term Care





## Still Need Coverage for 2015?

- You can still get coverage two ways:
  - If you qualify for a [Special Enrollment Period](#) due to a life change like marriage, having a baby, or losing other coverage.
  - There's no limited enrollment period for [Medicaid or the Children's Health Insurance Program \(CHIP\)](#). You can apply any time.

## Need Help Understanding Your Coverage?

- Visit [Marketplace.CMS.Gov/C2C](http://Marketplace.CMS.Gov/C2C) to access From Coverage to Care, an initiative to help people with new health care coverage understand their benefits and connect to primary care and preventive services.

The next open enrollment period is  
November 1, 2015 – January 31, 2016

For more information visit: [www.healthcare.gov](http://www.healthcare.gov)

# Contact Information

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